

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Response Type	Item	Item Text	Number / Percentage	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	%	57.55%	18.34%	39.21%	18.00%	15.85%	8.61%		
			N		12,012	25,323	11,506	10,187	5,217	64,245	N/A
Agree -disagree	2	I have enough information to do my job well.	%	67.69%	18.91%	48.77%	15.72%	11.95%	4.64%		
			N		11,898	31,059	9,982	8,062	2,997	63,998	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	%	53.93%	19.63%	34.30%	18.28%	17.00%	10.79%		
			N		12,877	21,752	11,576	10,648	6,701	63,554	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	%	71.66%	30.40%	41.26%	13.94%	8.54%	5.87%		
			N		19,780	26,240	8,738	5,534	3,627	63,919	N/A

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Agree -disagree	5	I like the kind of work I do.	%	85.41%	43.18%	42.23%	9.47%	3.15%	1.97%		
			N		27,337	26,925	6,047	2,095	1,223	63,627	N/A
Agree -disagree	6	I know what is expected of me on the job.	%	80.07%	33.42%	46.64%	10.67%	6.23%	3.04%		
			N		20,599	29,614	7,075	4,285	2,054	63,627	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	%	95.33%	62.34%	32.99%	3.00%	0.76%	0.91%		
			N		40,282	20,821	1,803	443	562	63,911	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	%	91.07%	50.26%	40.81%	7.17%	1.00%	0.76%		
			N		32,054	26,181	4,606	641	466	63,948	N/A

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Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	%	45.35%	11.33%	34.02%	16.56%	21.91%	16.18%		
			N		7,078	21,864	10,290	14,434	10,345	64,011	150
Agree -disagree	10	*My workload is reasonable.	%	55.48%	12.33%	43.15%	16.26%	16.28%	11.99%		
			N		7,484	27,286	10,246	10,856	7,856	63,728	143
Agree -disagree	11	*My talents are used well in the workplace.	%	57.61%	17.55%	40.06%	16.44%	14.60%	11.35%		
			N		10,965	25,079	10,323	9,352	6,923	62,642	295
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	%	83.30%	31.70%	51.61%	10.37%	3.69%	2.63%		
			N		20,568	32,450	6,493	2,376	1,636	63,523	218

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Agree -disagree	13	The work I do is important.	%	93.81%	57.60%	36.20%	4.33%	0.94%	0.91%		
			N		36,132	23,069	2,866	637	596	63,300	110
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	61.21%	22.25%	38.96%	14.61%	14.18%	10.01%		
			N		14,247	25,174	9,287	8,927	6,021	63,656	343
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	%	67.16%	27.20%	39.96%	14.34%	9.00%	9.50%		
			N		17,501	25,234	8,903	5,672	5,582	62,892	1,145
Agree -disagree	16	I am held accountable for achieving results.	%	81.53%	30.95%	50.58%	12.54%	3.45%	2.48%		
			N		20,242	31,988	7,604	2,087	1,485	63,406	331

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Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	%	57.90%	22.92%	34.97%	19.15%	10.01%	12.95%		
			N		14,841	21,351	11,530	6,240	7,879	61,841	1,988
Agree -disagree	18	My training needs are assessed.	%	55.82%	16.41%	39.41%	22.10%	13.39%	8.69%		
			N		10,223	24,059	14,240	8,943	5,683	63,148	771
Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	%	71.10%	31.59%	39.51%	12.26%	8.98%	7.67%		
			N		20,140	24,737	7,474	5,527	4,725	62,603	1,614
Agree -disagree	20	*The people I work with cooperate to get the job done.	%	68.34%	25.56%	42.78%	14.82%	11.18%	5.66%		
			N		16,682	27,584	9,357	7,070	3,414	64,107	N/A

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Agree -disagree	21	My work unit is able to recruit people with the right skills.	%	43.70%	9.89%	33.81%	24.43%	18.94%	12.93%		
			N		5,979	20,826	15,101	12,394	8,217	62,517	1,706
Agree -disagree	22	Promotions in my work unit are based on merit.	%	30.56%	8.37%	22.19%	29.85%	18.75%	20.83%		
			N		5,117	13,388	17,635	11,077	11,940	59,157	4,661
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	%	28.95%	6.76%	22.18%	25.80%	21.20%	24.06%		
			N		4,047	13,544	15,251	12,668	13,982	59,492	4,421
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	%	31.99%	7.70%	24.28%	27.34%	21.69%	18.99%		
			N		4,708	14,826	16,770	13,290	11,295	60,889	3,088

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Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	%	36.71%	9.75%	26.96%	27.05%	16.95%	19.29%		
			N		5,839	16,345	15,975	10,075	10,985	59,219	4,615
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	%	71.13%	22.10%	49.03%	14.62%	7.63%	6.62%		
			N		14,508	31,022	9,147	4,894	4,025	63,596	288
Agree -disagree	27	The skill level in my work unit has improved in the past year.	%	53.78%	17.11%	36.68%	27.94%	9.79%	8.48%		
			N		10,805	22,782	17,234	6,108	5,033	61,962	2,042
Good -poor	28	How would you rate the overall quality of work done by your work unit?	%	81.19%	42.15%	39.04%	14.75%	2.68%	1.38%		
			N		28,131	24,736	8,788	1,587	773	64,015	N/A

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Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	%	67.95%	15.67%	52.28%	18.54%	9.20%	4.31%		
			N		9,477	32,015	11,323	5,949	2,625	61,389	898
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	%	41.68%	10.03%	31.65%	23.88%	21.11%	13.33%		
			N		6,107	19,309	14,559	13,138	8,159	61,272	1,033
Agree -disagree	31	Employees are recognized for providing high quality products and services.	%	43.05%	11.15%	31.90%	23.15%	19.54%	14.26%		
			N		6,977	19,574	14,103	12,017	8,457	61,128	1,103
Agree -disagree	32	Creativity and innovation are rewarded.	%	34.83%	9.68%	25.15%	27.86%	20.94%	16.37%		
			N		5,934	15,174	16,810	12,635	9,621	60,174	1,897

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Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	%	21.43%	5.76%	15.67%	25.80%	25.10%	27.67%		
			N		3,087	8,575	15,140	14,934	15,990	57,726	4,266
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	%	53.42%	14.46%	38.96%	29.24%	8.11%	9.22%		
			N		8,500	22,545	17,034	4,465	4,810	57,354	4,812
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	%	71.40%	19.82%	51.58%	15.29%	7.47%	5.83%		
			N		12,809	31,914	9,167	4,361	3,239	61,490	721
Agree -disagree	36	My organization has prepared employees for potential security threats.	%	69.77%	18.08%	51.69%	16.98%	7.85%	5.39%		
			N		11,316	31,811	10,175	4,685	3,083	61,070	884

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Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	%	50.21%	16.01%	34.20%	22.24%	12.08%	15.46%		
			N		9,895	20,312	12,986	7,169	8,795	59,157	2,874
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	61.82%	21.48%	40.34%	20.35%	7.11%	10.72%		
			N		12,795	23,121	11,390	4,080	5,775	57,161	4,508
Agree -disagree	39	My agency is successful at accomplishing its mission.	%	67.38%	17.93%	49.45%	21.56%	6.51%	4.56%		
			N		11,395	30,463	12,663	3,968	2,552	61,041	1,045
Agree -disagree	40	*I recommend my organization as a good place to work.	%	62.15%	22.12%	40.02%	21.62%	10.15%	6.08%		
			N		13,712	24,574	13,258	6,583	3,872	61,999	N/A

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Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	%	42.34%	15.84%	26.50%	25.99%	16.14%	15.53%		
			N		8,254	14,631	15,092	9,714	9,093	56,784	5,373
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	%	72.62%	33.67%	38.94%	12.55%	6.68%	8.16%		
			N		21,167	24,070	7,577	4,017	4,613	61,444	451
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	%	59.81%	26.53%	33.28%	18.95%	10.81%	10.43%		
			N		16,506	20,252	11,607	6,795	6,191	61,351	398
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	%	60.86%	26.84%	34.02%	18.35%	9.85%	10.94%		
			N		16,503	20,527	11,055	6,145	6,476	60,706	783

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Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	%	64.41%	28.65%	35.76%	21.86%	5.56%	8.17%		
			N		16,756	20,356	12,567	3,077	4,354	57,110	4,448
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	%	59.96%	25.43%	34.53%	19.27%	10.45%	10.32%		
			N		15,645	20,894	11,802	6,588	6,139	61,068	408
Agree -disagree	47	Supervisors in my work unit support employee development.	%	61.19%	26.50%	34.69%	18.47%	9.27%	11.07%		
			N		16,316	21,172	11,171	5,702	6,375	60,736	942
Agree -disagree	48	My supervisor listens to what I have to say.	%	71.69%	33.94%	37.76%	13.29%	8.89%	6.12%		
			N		21,250	23,215	8,030	5,494	3,665	61,654	N/A

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Agree -disagree	49	My supervisor treats me with respect.	%	77.81%	39.48%	38.33%	11.13%	5.83%	5.23%		
			N		24,568	23,279	6,782	3,642	3,159	61,430	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	%	74.39%	32.15%	42.24%	10.97%	9.57%	5.06%		
			N		20,124	26,178	6,463	5,740	2,950	61,455	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	%	63.60%	33.55%	30.05%	16.65%	9.78%	9.98%		
			N		20,967	18,446	10,092	6,041	5,977	61,523	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	%	66.30%	38.38%	27.92%	18.71%	7.80%	7.19%		
			N		24,090	17,198	11,308	4,694	4,309	61,599	N/A

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Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	%	38.00%	10.73%	27.27%	24.70%	19.27%	18.04%		
			N		6,556	16,104	14,586	11,505	10,581	59,332	1,694
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	%	46.04%	14.45%	31.59%	26.66%	11.98%	15.32%		
			N		8,573	18,035	14,863	6,799	8,571	56,841	4,014
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	%	61.35%	18.75%	42.60%	22.48%	7.69%	8.48%		
			N		10,966	24,709	12,785	4,300	4,499	57,259	3,380
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	%	58.40%	15.47%	42.93%	21.11%	10.95%	9.54%		
			N		9,339	25,473	12,297	6,545	5,506	59,160	1,388

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Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	%	58.42%	15.98%	42.44%	24.11%	9.01%	8.46%		
			N		9,253	24,111	13,407	5,073	4,568	56,412	4,057
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	%	49.65%	14.28%	35.37%	23.17%	14.24%	12.95%		
			N		8,294	20,286	13,367	8,410	7,375	57,732	2,757
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	%	51.41%	14.72%	36.69%	24.18%	12.47%	11.94%		
			N		8,693	20,969	13,880	7,335	6,789	57,666	2,985
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	%	53.43%	22.14%	31.29%	24.44%	10.95%	11.18%		
			N		12,768	17,493	13,393	5,946	6,082	55,682	4,998

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Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	%	49.50%	19.09%	30.41%	25.07%	12.85%	12.59%		
			N		11,365	17,819	14,850	7,759	7,531	59,324	1,333
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	%	44.88%	15.97%	28.90%	30.06%	12.30%	12.75%		
			N		8,701	15,405	15,871	6,379	6,508	52,864	7,828
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	%	44.99%	12.53%	32.46%	22.99%	21.92%	10.09%		
			N		7,889	19,547	13,769	13,240	5,994	60,439	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	%	44.24%	11.57%	32.67%	24.29%	21.06%	10.41%		
			N		7,241	19,629	14,421	12,728	6,222	60,241	N/A

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Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	%	42.41%	12.70%	29.71%	24.12%	19.91%	13.55%		
			N		7,886	18,006	14,497	11,961	7,801	60,151	N/A
Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	%	39.05%	10.25%	28.80%	30.73%	18.59%	11.64%		
			N		6,370	17,189	18,327	11,189	7,022	60,097	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	%	34.48%	10.15%	24.34%	28.10%	19.92%	17.50%		
			N		6,090	14,340	17,243	12,119	10,379	60,171	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	%	52.53%	14.31%	38.22%	23.36%	15.05%	9.05%		
			N		8,544	22,429	14,127	9,382	5,630	60,112	N/A

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Response Type	Item	Item Text	Number / Percentage	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	%	64.32%	21.46%	42.86%	17.86%	11.38%	6.44%		
			N		13,025	25,645	10,603	7,026	3,897	60,196	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	%	51.44%	13.70%	37.74%	18.02%	19.04%	11.50%		
			N		8,858	23,552	10,586	10,882	6,331	60,209	N/A
Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	%	54.49%	14.82%	39.67%	22.74%	14.60%	8.17%		
			N		9,103	23,762	13,392	8,980	4,942	60,179	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	%	76.40%	42.47%	33.92%	14.77%	6.01%	2.82%		
			N		5,438	4,271	1,636	820	367	12,532	1,204

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Response Type	Item	Item Text	Number / Percentage	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	%	83.14%	41.61%	41.52%	11.96%	3.39%	1.51%		
			N		5,012	4,832	1,208	369	145	11,566	548
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	%	73.42%	21.08%	52.34%	21.95%	3.62%	1.01%		
			N		2,037	4,998	2,064	359	101	9,559	1,259
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	%	71.47%	24.14%	47.34%	23.30%	3.28%	1.95%		
			N		1,388	2,741	1,337	189	108	5,763	1,189
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	%	67.40%	28.61%	38.78%	26.52%	4.04%	2.04%		
			N		358	500	389	43	28	1,318	765
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	%	68.60%	29.22%	39.39%	27.63%	2.53%	1.24%		
			N		339	490	365	23	16	1,233	597

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

72. Have you been notified whether or not you are eligible to telework?**2017**

Number of respondents	60,048
Yes, I was notified that I was eligible to telework.	20.61%
Yes, I was notified that I was not eligible to telework.	34.88%
No, I was not notified of my telework eligibility.	32.92%
Not sure if I was notified of my telework eligibility.	11.59%
Total	100.00%

73. Please select the response below that BEST describes your current teleworking situation.**2017**

Number of respondents	59,125
I telework 3 or more days per week.	8.06%
I telework 1 or 2 days per week.	4.55%
I telework, but no more than 1 or 2 days per month.	1.36%
I telework very infrequently.	3.79%
I do not telework because I have to be physically present on the job.	43.07%
I do not telework because I have technical issues.	3.02%
I do not telework because I did not receive approval to do so.	25.47%
I do not telework because I choose not to telework.	10.68%
Total	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

74. Do you participate in the following Work/Life programs?
Alternative Work Schedules
2017

Number of respondents	59,893
Yes	18.29%
No	50.91%
Not available to me	30.80%
Total	100.00%

75. Do you participate in the following Work/Life programs?
Health and Wellness Programs
2017

Number of respondents	59,660
Yes	17.78%
No	68.99%
Not available to me	13.24%
Total	100.00%

76. Do you participate in the following Work/Life programs?
Employee Assistance Program
2017

Number of respondents	59,505
Yes	11.15%
No	81.39%
Not available to me	7.46%
Total	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

77. Do you participate in the following Work/Life programs?

Child Care Programs

2017

Number of respondents	59,633
Yes	2.98%
No	77.78%
Not available to me	19.25%
Total	100.00%

78. Do you participate in the following Work/Life programs?

Elder Care Programs

2017

Number of respondents	59,795
Yes	2.81%
No	78.80%
Not available to me	18.39%
Total	100.00%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 10 completed surveys.

Where do you work?

	N	%
Headquarters	20,825	35.46%
Field	37,907	64.54%
Total	58,732	100.00%

What is your supervisory status?

	N	%
Non-Supervisor	42,425	71.31%
Team Leader	7,629	12.82%
Supervisor	5,611	9.43%
Manager	3,061	5.14%
Senior Leader	771	1.30%
Total	59,497	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<i>Are you:</i>	N	%
Male	24,028	40.89%
Female	34,739	59.11%
Total	58,767	100.00%

<i>Are you Hispanic or Latino?</i>	N	%
Yes	4,731	8.11%
No	53,571	91.89%
Total	58,302	100.00%

<i>Please select the racial category or categories with which you most closely identify.</i>	N	%
American Indian or Alaska Native	891	1.57%
Asian	2,428	4.27%
Black or African American	8,428	14.82%
Native Hawaiian or Other Pacific Islander	531	0.93%
White	42,032	73.93%
Two or more races	2,546	4.48%
Total	56,856	100.00%

<i>What is the highest degree or level of education you have completed?</i>	N	%
Less than High School	119	0.20%
High School Diploma/GED or equivalent	2,725	4.60%
Trade or Technical Certificate	2,888	4.88%
Some College (no degree)	8,520	14.39%
Associate's Degree (e.g., AA, AS)	7,317	12.36%
Bachelor's Degree (e.g., BA, BS)	15,617	26.37%
Master's Degree (e.g., MA, MS, MBA)	14,559	24.59%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	7,467	12.61%
Total	59,212	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<i>What is your pay category/grade?</i>	N	%
Federal Wage System	3,821	6.47%
GS 1-6	11,106	18.80%
GS 7-12	25,867	43.78%
GS 13-15	11,114	18.81%
Senior Executive Service	278	0.47%
Senior Level (SL) or Scientific or Professional (ST)	567	0.96%
Other	6,333	10.72%
Total	59,086	100.00%

<i>How long have you been with the Federal Government (excluding military service)?</i>	N	%
Less than 1 year	1,485	2.50%
1 to 3 years	10,230	17.22%
4 to 5 years	7,033	11.84%
6 to 10 years	16,395	27.60%
11 to 14 years	7,277	12.25%
15 to 20 years	6,395	10.77%
More than 20 years	10,587	17.82%
Total	59,402	100.00%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	N	%
Less than 1 year	2,504	4.24%
1 to 3 years	13,327	22.58%
4 to 5 years	8,040	13.62%
6 to 10 years	16,180	27.41%
11 to 20 years	11,351	19.23%
More than 20 years	7,625	12.92%
Total	59,027	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	N	%
No	39,086	65.96%
Yes, to retire	3,429	5.79%
Yes, to take another job within the Federal Government	9,471	15.98%
Yes, to take another job outside the Federal Government	3,104	5.24%
Yes, other	4,168	7.03%
Total	59,258	100.00%

<i>I am planning to retire:</i>	N	%
Within one year	2,150	3.66%
Between one and three years	5,834	9.93%
Between three and five years	6,612	11.26%
Five or more years	44,140	75.15%
Total	58,736	100.00%

<i>Self-Identify as:</i>	N	%
Heterosexual or Straight	46,888	82.40%
Gay, Lesbian, Bisexual, or Transgender	1,936	3.40%
I prefer not to say	8,077	14.19%
Total	56,901	100.00%

<i>What is your US military service status?</i>	N	%
No Prior Military Service	36,061	61.48%
Currently in National Guard or Reserves	943	1.61%
Retired	7,139	12.17%
Separated or Discharged	14,508	24.74%
Total	58,651	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<i>Are you an individual with a disability?</i>	N	%
Yes	16,007	27.20%
No	42,837	72.80%
Total	58,844	100.00%

<i>What is your age group?</i>	N	%
25 and under	292	0.45%
26-29	1,401	2.18%
30-39	10,959	17.02%
40-49	15,969	24.80%
50-59	22,950	35.64%
60 or older	12,823	19.91%
Total	64,394	100.00%

Percentages for demographic questions are unweighted.